



Federation  
of Veterinarians  
of Europe

zoetis



# FVE Activities on Diversity, Equity and Inclusiveness

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# First step: MH & DEI Survey



## Goal:

Identification, availability and impact of veterinary MH & DEI support programmes on a global scale



## Recruitment strategy:

E-mail from FVE & WVA to the their members

July 20<sup>th</sup> – September 25<sup>th</sup>



## Material & Methods:

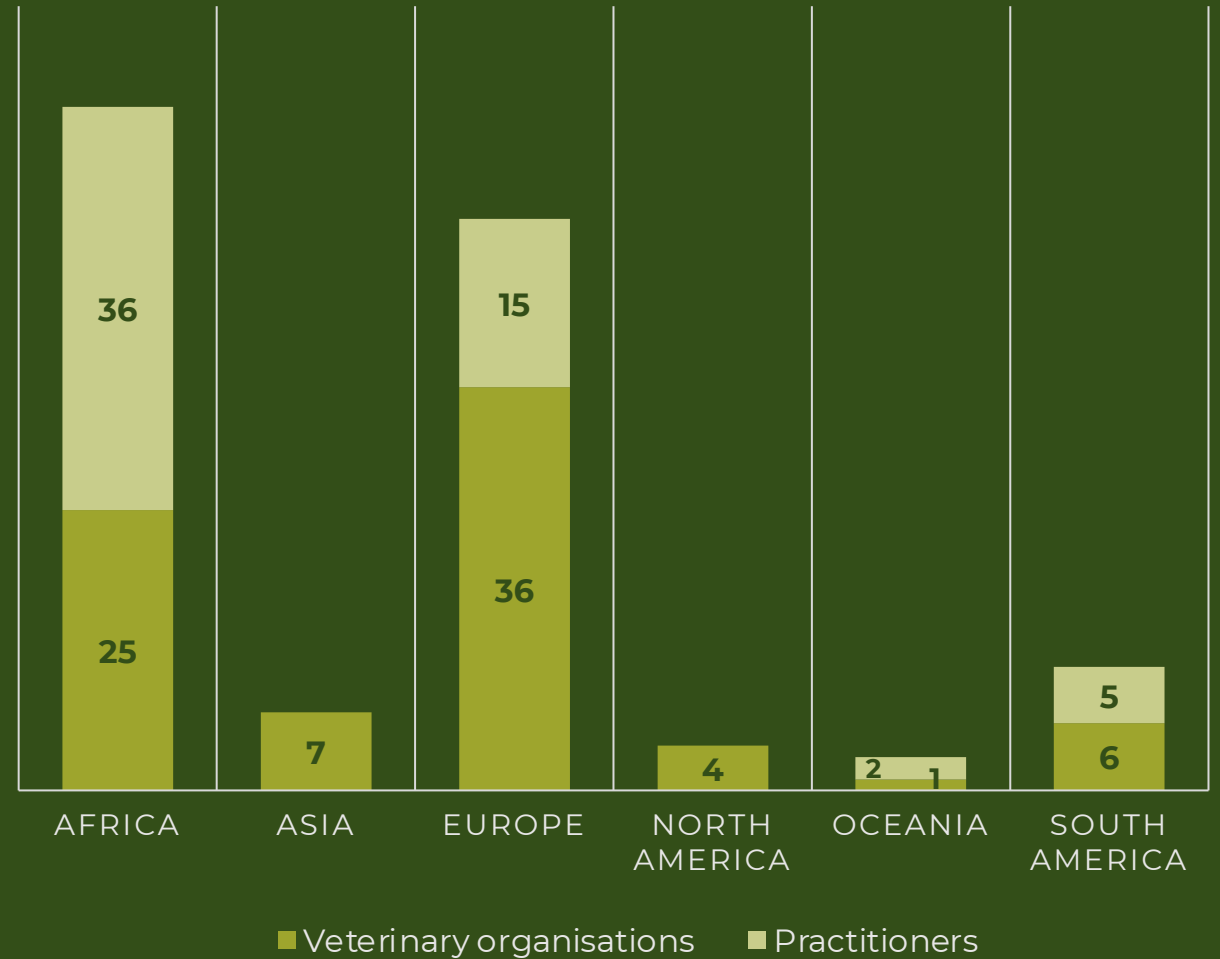
Online English survey - 10 questions

Focus on availability and effects of MH & DEI support programmes globally available

# Results Survey

- 146 responses of which 137 met the inclusion criteria
- Responses received from
  - Associations/companies
  - Practitioners/vet clinics
- No results from the Middle-East

## RESPONSE RATE FVE SURVEY

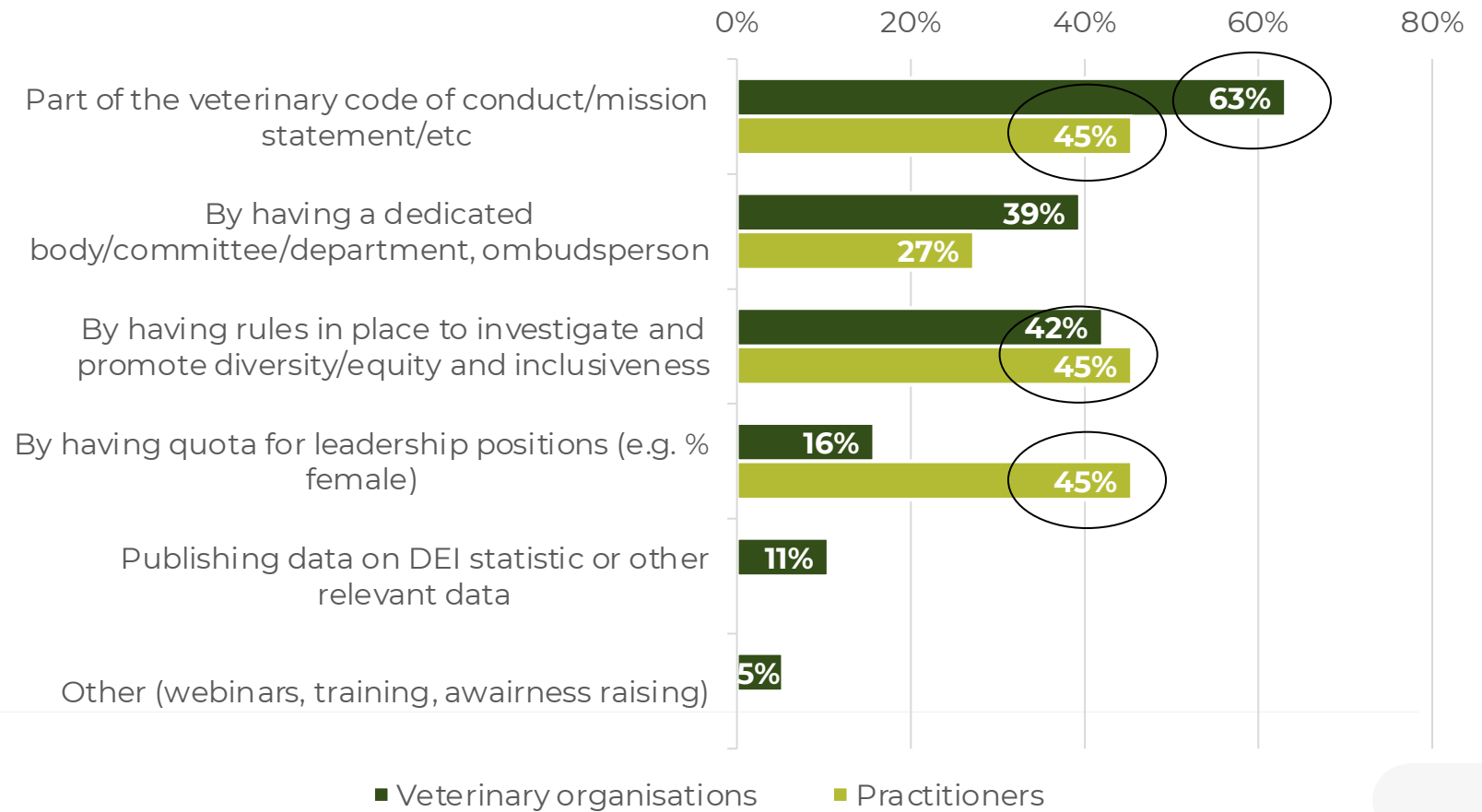




## Results DEI Veterinary organisations and practitioners

*Is diversity, equity and inclusiveness explicitly designated as a **key priority area** with a designated budget in your organisation/company?*

Veterinary organisations: 58% yes/partially (n=45/78)  
Practitioners: 33% yes/partially (n=19/57)

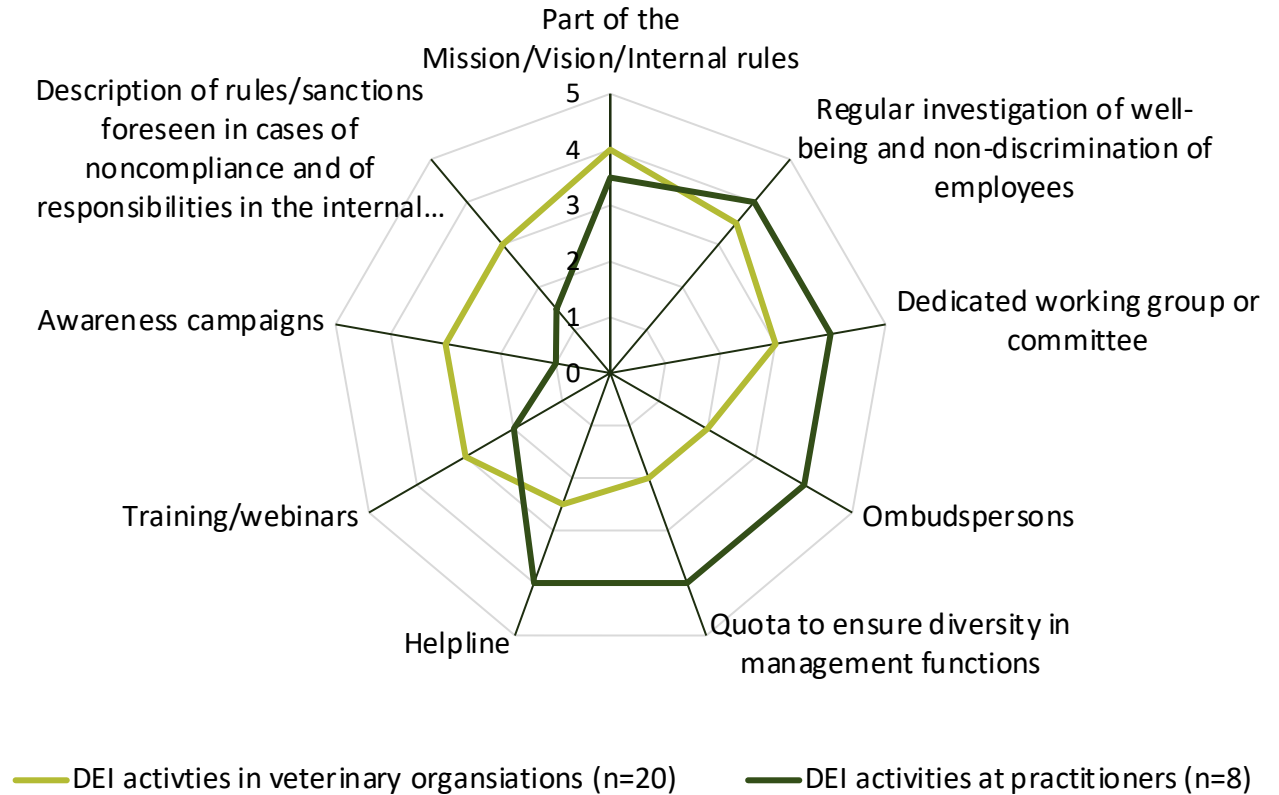




## Results DEI Veterinary organisations and practitioners

*If you have projects or activities, what do you think was **the impact of the activities** taken by your organisation/company regarding diversity and inclusiveness?*

**Perceived DEI impact of different activities  
- practitioners and veterinary organisations -**





## Second step: Interviews

- 12 virtual interviews with representatives of veterinary associations/ organisations on a global scale, between 1<sup>st</sup> of October and 1<sup>st</sup> of November 2021
- Questions: more specifically on the design of the MH & DEI support programmes and the effects and impact on MH and/or DEI on national level
- Preliminary results:
  - Main goal DEI support programmes: **creating awareness & an inclusive climate**
  - DEI support programmes mostly effective in creating awareness & educate veterinarians/students
  - Rating of impact of DEI support programmes difficult: often no impact studies done and/or support programmes still in its infancy



## Next steps

December

- Two webinars
- Finalise report with recommendations

2022

- Editing the final report in an attractive format
- Launch event in cooperation with Zoetis to present the results & report in Spring 2022

**Thank you for your attention!**

**Questions?**

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# **MIA CARY (PRIDEVMC): *PRIDEVMC – WHO WE ARE & WHY WE EXIST***

